



Professional Moral Courage An Antidote for Nurse Leader Moral Distress

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Background

The nurse leader role is inherently complex.

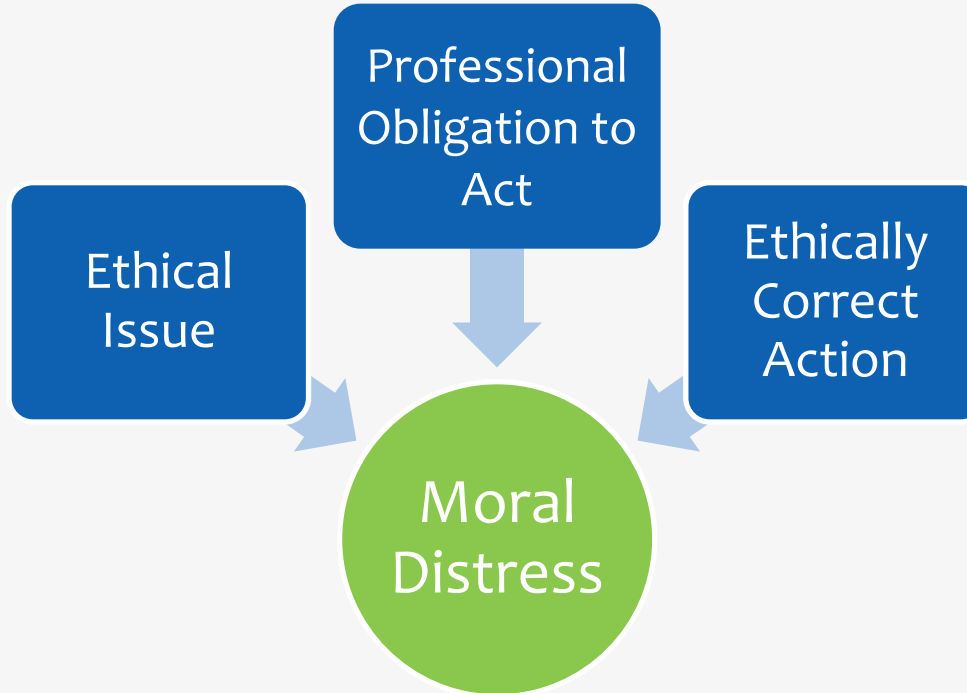
Competing priorities contribute to ethical dilemmas that frequently lead to moral distress.

Problem

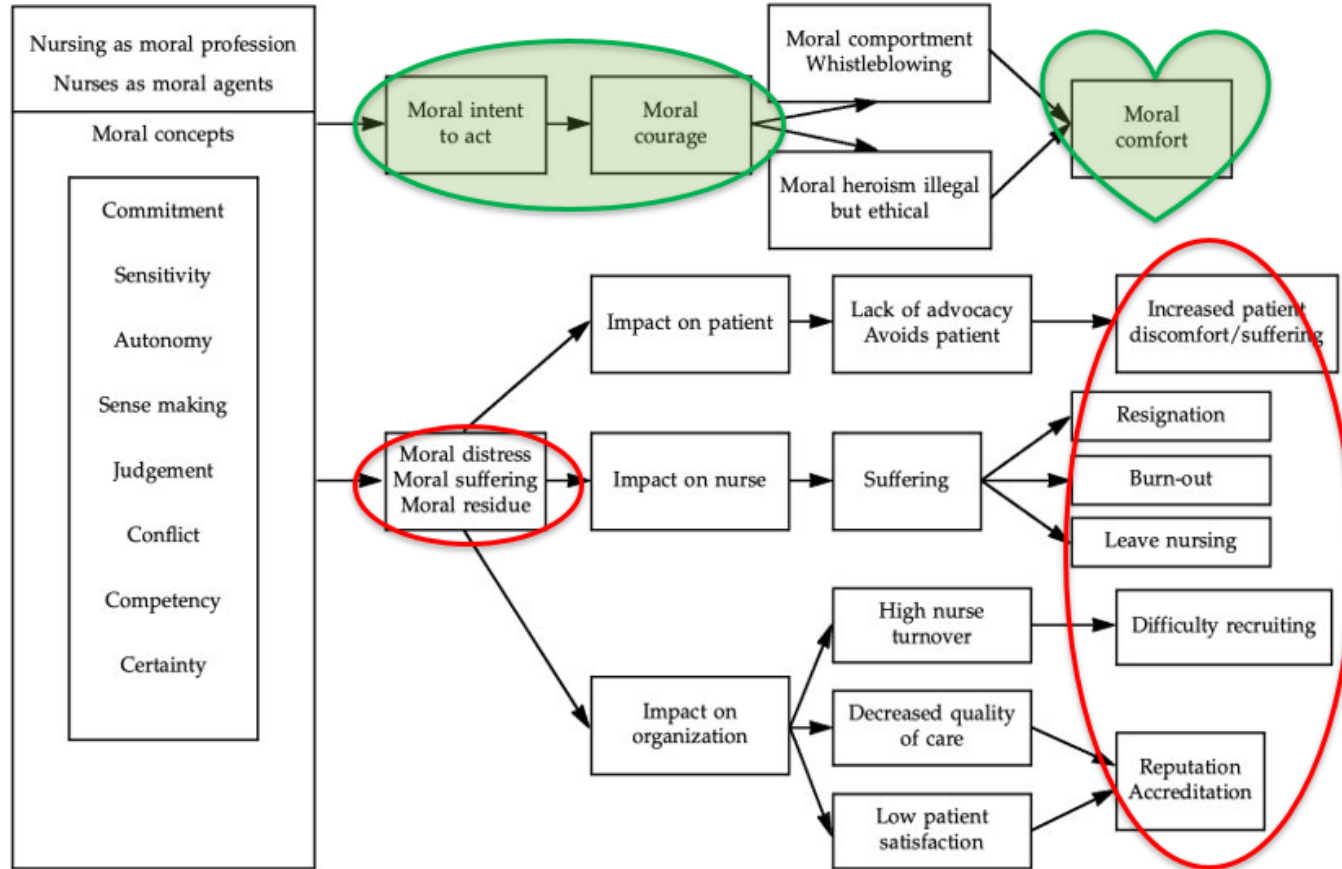
Nurse leaders in a Northwest medical center reported uncertainty and angst as they completed nursing practice evaluations.

Lacking decision-making confidence when ethical dilemmas surfaced, moral distress emerged.

Problem



Corley's Model of Moral Distress



Purpose

Developed an evidence-based pilot project aimed to increase nurse leader:

- Knowledge related to moral distress, moral courage, and ethics concepts
- Ethical decision-making confidence
- Professional moral courage

eLearning Module



Nurse Leader
Storytelling



Reflective Practice
Journaling



Interactive Design
Elements

Live Application Session

Gratitude & reflective practice activities

Balanced experiential learning technique

Learning communities:

- Peer support
- Application of concepts using tools/resources
- Debriefing

Methods

Quantitative and qualitative data was collected via:

- Pre/post knowledge test
- Perceived Confidence Scale (PCS)
- Professional Moral Courage Scale (PMCS)
- Summative evaluation questionnaire

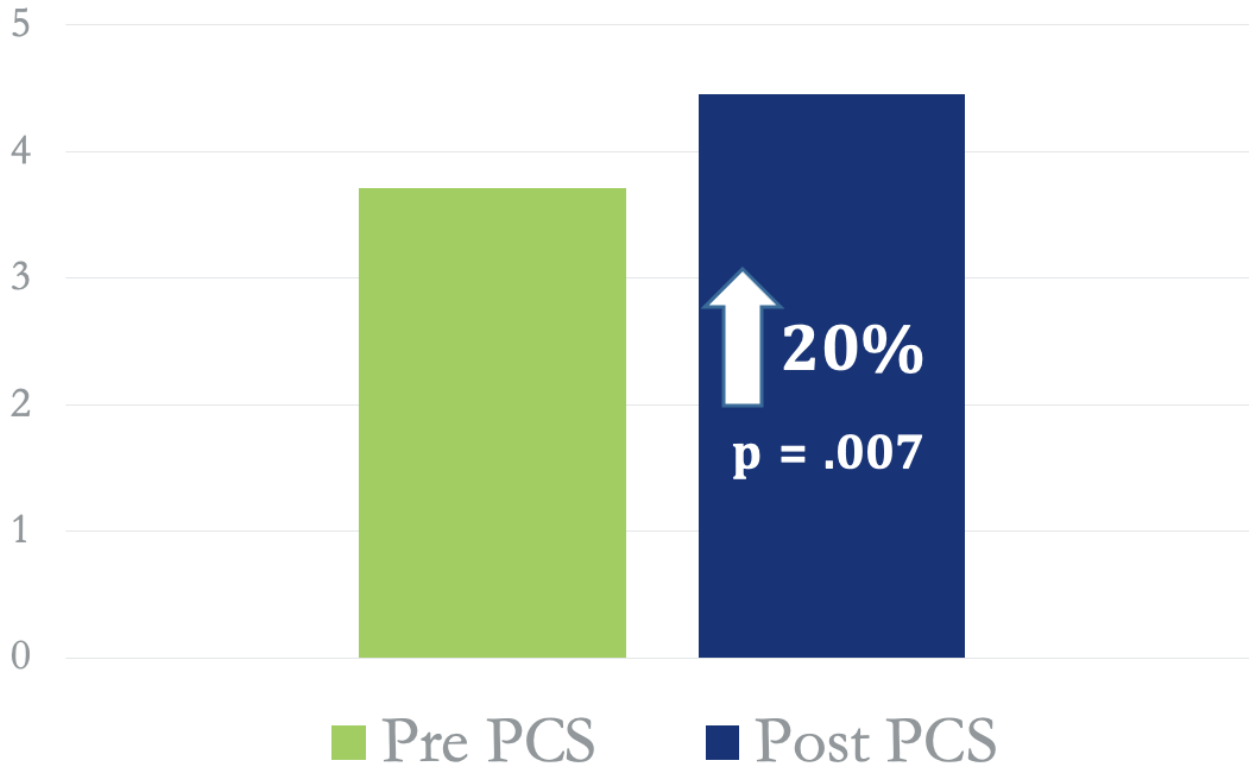


Results

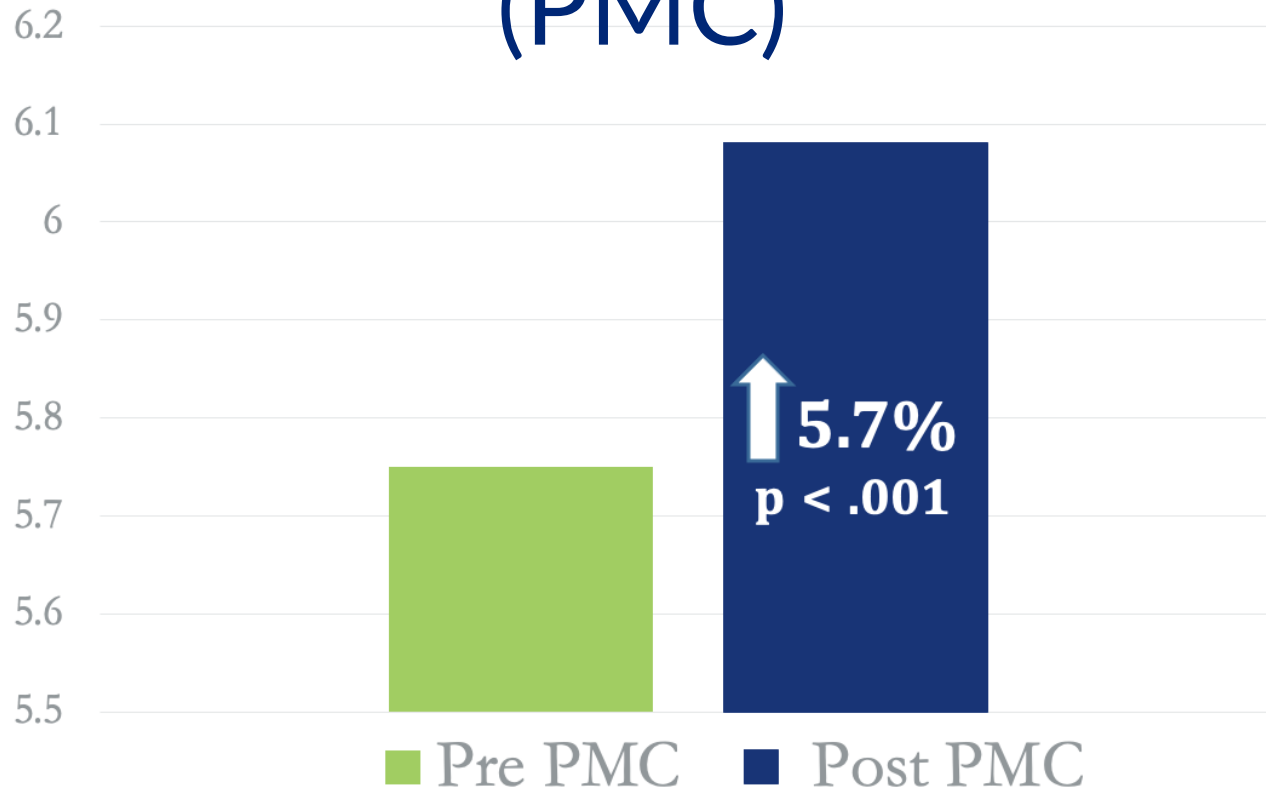
24 nurse leaders participated

Knowledge increased across all pre/posttest questions, with 100% of participants answering all multiple-choice posttest questions correctly

Change in Perceived Confidence (PCS)



Change in Professional Moral Courage (PMC)



Summative Evaluation

- Peer support was valuable
- Additional venues for dialogue
- Introducing/revisiting tools and resources was helpful
 - ANA Code of Ethics
 - AACN's 4 A's to Rise Above Moral Distress tool
 - Reflective and gratitude practices



Lessons Learned

Compelling tactic to promote nurse leader well-being, intent to stay, and ethical leadership practice.

Nurse leaders value being in community with one another.



Opportunities

Embed content into the existing Leadership Development Program.

Create nurse leader learning communities.

Expand mental health resources to support the workforce.

References

A complete reference list is available on request.

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